





Team Polaris 2009



Challenges of Today

Institutional Knowledge

Single Position Dependencies

Attrition

Succession Planning





Recommended Solution

Florida H₂O University (H₂OU) will affect a cultural change towards leadership and knowledge sharing

The University's **team-structured approach of grouping participants in educational tracks** will build essential
relationships that strengthen cooperation across department,
resource area and agency boundaries. Leadership and knowledge
sharing skills are taught through out the program.

University will support succession planning goals by developing skilled leaders who value and facilitate knowledge sharing

University Framework Educational Tracks

News FWAMAger Offixipherson Ilæadlarshijp Excellence

Strategic Communications

Interraggecy Palations Ke**KKowledg**ge In**Shersing**n

District Policies Administrative and Procedures Leadership

Chosa-Réstriate Chelations

Implementation Plan

- Develop a 2 or 3 Year Plan
- Use a Phased Rollout
 - Key Knowledge Immersion
 - Administrative Leadership
 - SFWMD Express
 - Leadership Excellence

Leader Within, Year Two



Questions?

